



STERLING PARTNERS
CHARTERED ACCOUNTANTS | CHARTERED TAX ADVISERS

Sterling Partners Employee Diversity

April 2021

[Sterling Partners](#) is authorised by the Institute of Chartered Accountants in England & Wales ([ICAEW](#)) to perform the reserved legal service of non-contentious probate in England & Wales. Details about our registration can be found on the ICAEW probate register under reference C003191692. It is legally required to maintain a record of staff diversity. The Legal Services Board ([LSB](#)) requires all its authorised regulators including ICAEW to support this objective.

Sterling Partners Diversity Statement

Sterling Partners intends to fully comply with all the requirements of the [Data Protection Act 2018](#) ('Act') in so far as it effects the companies activities.

Sterling Partners actively promotes equal opportunity within its workforce. Its recruitment policy has the overarching principle of the right skills, technical aptitude and positive attitude with a view to provide excellent work experience, support and training for all.

Summary of Results

We have always been proud to have a diverse workforce. Our recruitment and retention policy of seeking and fostering people with right skills irrespective of their gender, sex, ethnicity, disability and social mobility has served us well. We strongly believe in equal opportunity and diversity of skills and insights being brought into our practice equip us for better expansion in the market as well as enriching us with advisory roles. We could improve on our disability results and considering that 1 in 7 people are disabled in the UK, our workforce can become more representative of its community in this respect.

At the time of writing of this report, the UK is still not out of its third lockdown due to Covid-19 pandemic. Like many businesses, we have also sadly experienced reduction in the number of staff. We are also grateful for the help received from the government through many of its rescue schemes such as the employee furlough scheme. By end of March 2021 all our staff of 22 replied to the ICAEW employee diversity survey for Employee Diversity which was carried out online for the first time. This is the third time since we obtained our probate licence that we have taken part in this survey and the first time that all employees took part. Our published results here are self-explanatory.

As well as the self-explanatory observations made in the pie charts and tables, we note the following points:

- 1) There are some anomalies in our results in couple of questions (1 and 14) where multiple answers are given or the correlation between answers to the sub-

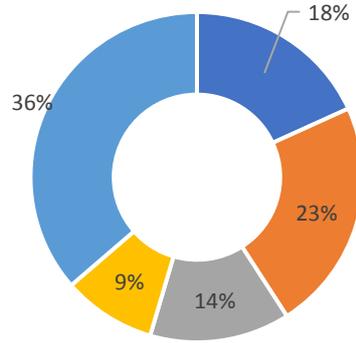
questions does not stand. These can be ignored as they do not affect the results significantly. We suggest the future survey to be designed in such a way to avoid the problem of multiple answers if only one answer is valid (a more intelligent survey software required) and also correlation between answers in layered questions could also been taken into account and checked.

- 2) Compared to ICAEW results in 2019, in ethnicity, faith and sexual orientation, our results show a larger representation of the workforce. Only for the one question on sex we had 14% (3 people) of staff not replying to the question of “Is the gender you identify with different from the sex you were assigned at birth?”. This could be the result of not understanding the question. They could have easily used ‘prefer not to say’ but didn’t and we therefore added another category of ‘didn’t reply’. Considering the [State of the Nation 2017: Social Mobility in Great Britain report](#), our results indicate we value our workforce based on a diverse social mobility indicators.
- 3) We look forward to seeing the results of the 2021 Census once they are published online.

A big thank you to all our staff who completed the survey.

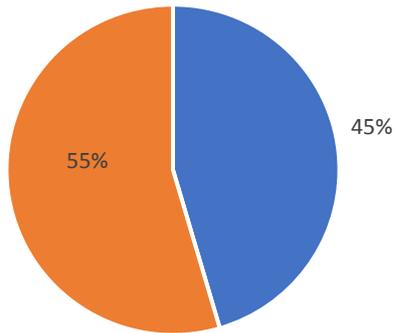


Q2 - Age



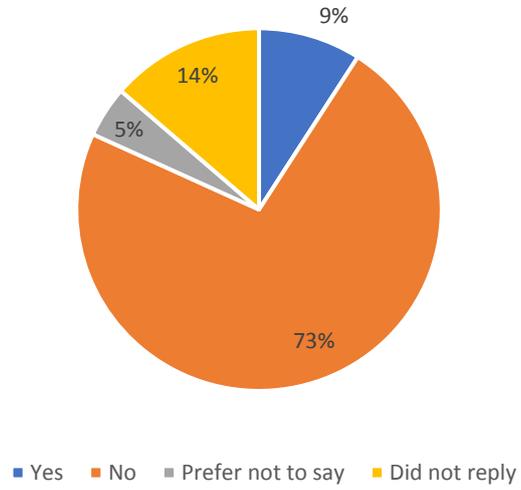
■ 16-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65 and over ■ Prefer not to say

Q3 (a) - Sex



■ Male ■ Female ■ Other ■ Prefer not to say ■ ■ ■

Q3(b) - Is the gender you now identify with different from the sex you were assigned at birth?



Q4 - Disability

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	1
No	20
Prefer not to say	1

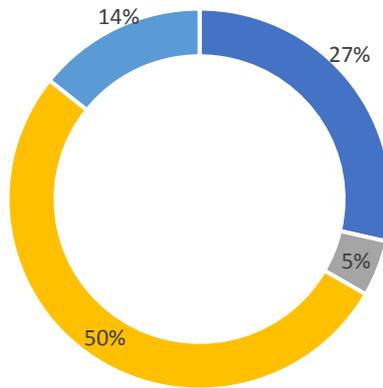
(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot	0
Yes, limited a little	2
No	20
Prefer not to say	0

(c) If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?

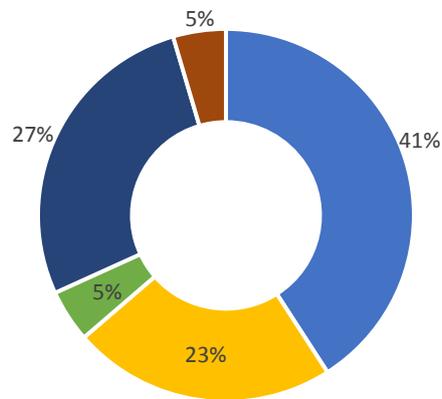
Cognitive / learning	0
Digestive / continence	0
Manual dexterity	0
Mental health	0
Mobility	0
Physical coordination	0
Physical strength	0
Sensory	0
Not applicable	2
Other	2
Prefer not to say	1

Q5 - Ethnic group

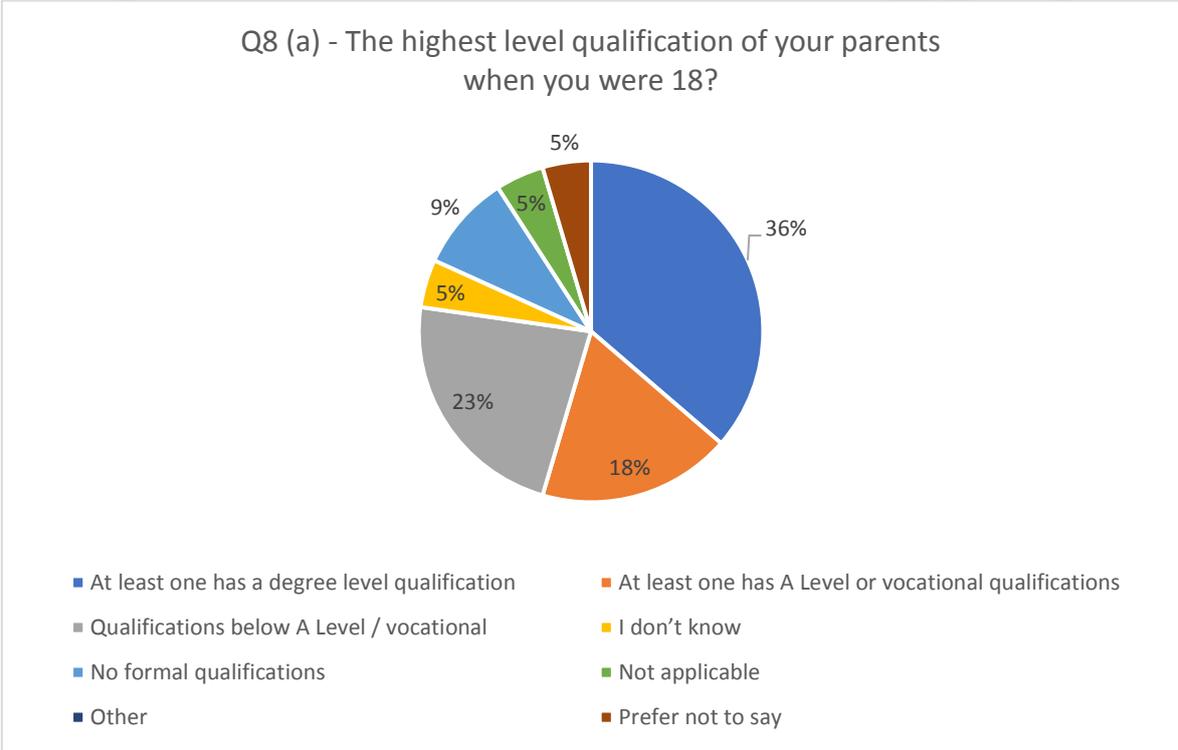
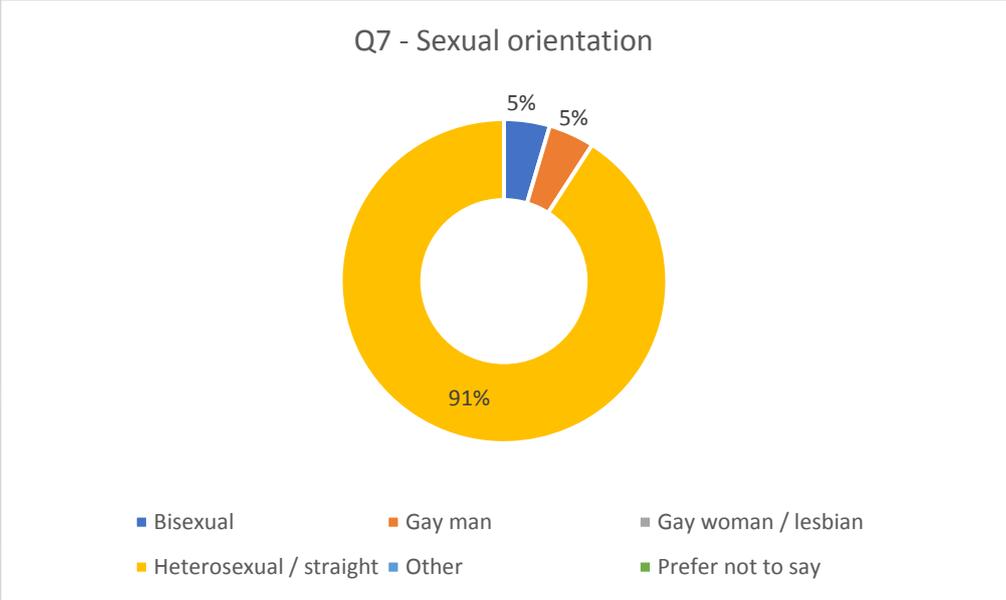


- Asian/Asian British
- Black/African/Caribbean/British
- Mixed/multiple ethnic groups
- White
- Other ethnic groups

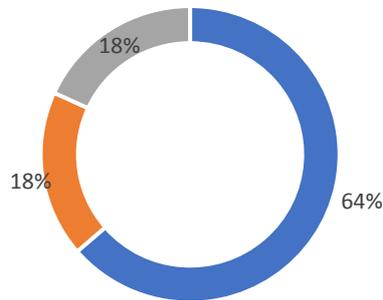
Q6 - Faith



- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion
- No religion
- Prefer not to say



Q8 (b) What type of school did you attend between 11 and 16?



- A state-run or state-funded school
- Attended school outside of the British Isles
- Independent or fee-paying school
- Selective on academic, faith or other grounds
- Non-selective
- I don't know
- Prefer not to say

Q9 – Social Mobility

Q9 (a) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?

Degree level	59%
A Level or vocational qualification	27%
Qualifications below A Level	9%
No formal qualifications	
I don't know	
Not applicable	5%
Other	
Prefer not to say	

Q9 (b) Did either (or both) of the following apply at any point during your school years? i. Did your household received income support?

Yes	14%
No	86%
I don't know	
Prefer not to say	

Q9 (b) ii. Were you entitled to free school meals?

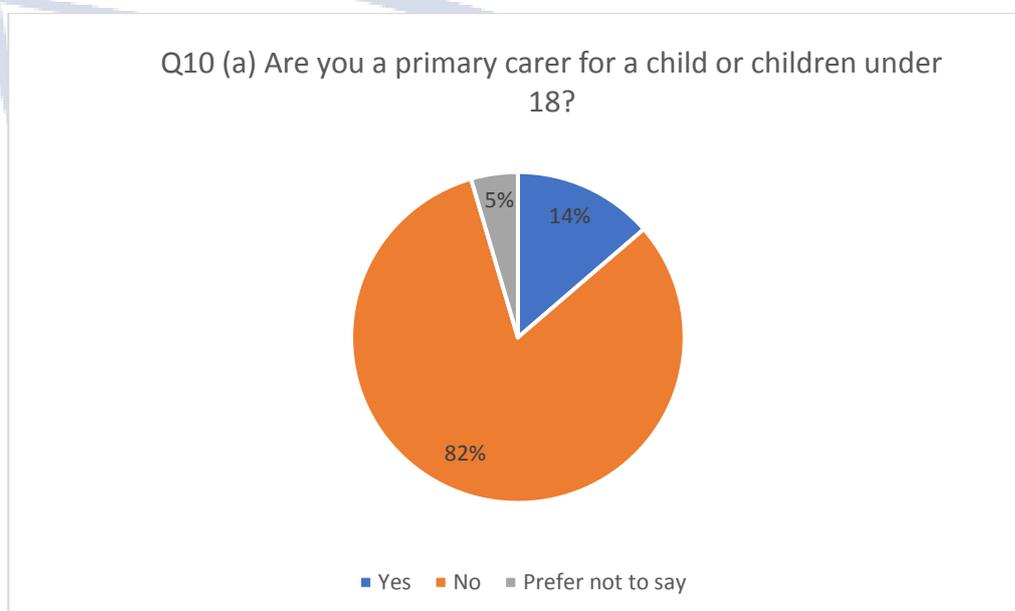
Yes	14%
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No	86%
I don't know	
Prefer not to say	

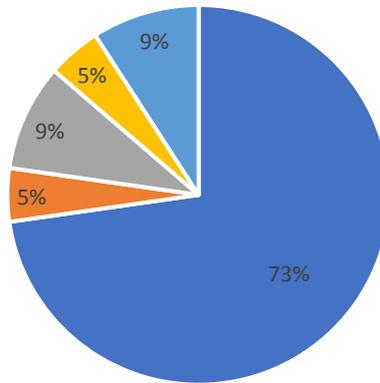
Q9 (c) Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?

Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	18%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	5%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	23%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	5%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	14%
Armed forces personnel for example soldier, airman, naval or military police	5%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	9%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	14%

Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	
Inactive (excluding those that are retired)	
Retired	
Not applicable	
I don't know	5%
Other	
Prefer not to say	5%

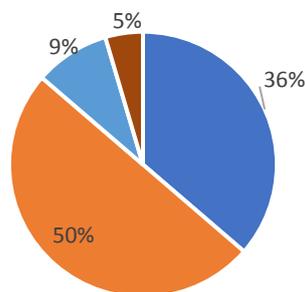


Q10 (b) Do you look after or give any help to support family, friends etc due to health issues/disability?



- No
- Yes, 1-19 hours per week
- Yes, 20-49 hours per week
- Yes, 50 or more hours per week
- Prefer not to say

Q11 - Marital or civil partnership status



- Single (never married or never registered a same-sex civil partnership)
- Married
- In a registered same-sex civil partnership
- Separated (but still legally married or still legally in a same-sex civil partnership)
- Divorced or formally in a same-sex civil partnership which is now legally dissolved
- Widowed or surviving partner from a same-sex civil partnership
- Other
- Prefer not to say